

The **NETWORK**

Vol. 14, No. 7 _____ Fleet and Industrial Supply Center, San Diego _____ October 1996



Combined Federal Campaign - give until it feels good

This year's Combined Federal Campaign is going on now until Nov. 15. CFC is a once-a-year, in-the-workplace appeal for military, Federal and Postal Service employees to contribute to their favorite charities through payroll deduction. It was established by President Kennedy in 1961 because employees requested a convenient way to give and wanted to end multiple charity appeals in the work place.

Did you know?

☞ Your donation goes directly to the organization you designate only. Your chosen organization will receive your gift, no others. If you use payroll

deduction, a small amount is withheld from each paycheck, yet adds up to a meaningful contribution that continues to give throughout the year.

☞ All Federal employees who live, work or are home based in San Diego County make up your CFC.

☞ Administrative expenses for the 1996 Campaign were only 9.1 percent of the \$5,530,543 raised.

For more information, contact Joe Annandono, 532-1161 or LT Alex Berzins, 545-4118.

Top 10 reasons CFC works for you

1. It's your opportunity to help
2. It's a cost effective way to donate
3. You have several options in how to participate
4. A small monthly contribution can add up to a big annual gift
5. You can fund many different needs
6. You determine where your money

- goes by designating your gift
7. Your representative screens each charity for accountability
 8. It's convenient since you can choose at home or at your work
 9. It's efficient for your charity because they can participate for free
 10. It helps more than 1,400 charities

The journey to One Touch Supply

During my Captain's Call sessions with you earlier this year I discussed three important factors for our success - . . . Having a passion for customer service . . . Radically improving our processes . . . and willingness to change and to continually improve ourselves both personally and professionally.

We haven't lost this focus. They are an integral part of our pursuit for "One Touch Supply" and here's what we're doing to "wow" our customers and improve our processes and ourselves.

We established the Customer Information Center that is earning recognition from our customers. Its popularity continues to grow. . . from a little over 1,000 calls in its first months to more than 5,000 customer calls in September. With access to more than 30 databases, this team is getting the information the customers need and

setting the standard for customer services in the Department of Defense.

We established the Enterprise team to look at NADEP's whole process and how we can help. Through the team's recommendations we've assisted NADEP in improving material support for more than 70 aircraft components.

Working hand-in-hand with the Enterprise team is the Material Source Solution Team (or MSST). This team is dedicated to expediting those "hard to get" piece parts that slow down the component repair cycle. In their first week of operations, they were able to fill 10 issues for G-condition material from DRMO . . . needed material that would have been sold out of the system if it weren't for the MSST Team's efforts.

More improvements are coming. Material Management Redesign is a concept to reduce our reliance on BP-28 funding, reduce warehousing overhead, and provide as many commodities as possible directly from vendors to customers "just in time." We are developing an on-line catalog system, called Virtual Servmart, which will give our customers access to the most commonly ordered items with next day delivery. Sailors will have electronic access for many of their needs without ever leaving their ship.

From a personal and professional growth standpoint, we're changing our system so that our work plans are directly related to and support our command strategic plan. We continue



CAPT Max F. Baumgartner

to provide training needed to gain a better understanding of how our systems work, improve our core skills and be better prepared to handle future requirements. I encourage each of you to be multi-skilled and learn something new each day. To better support our sites, we are establishing a Mobile Training team to address specific technical skills. We're also about to embark on a personal wellness program for the command as outlined in the FISC Strategic Plan. And of course, we will continue to host developmental training.

All of these efforts are in keeping with the ideals that I have shared with you . . . but our journey is not over yet. Each of us must continuously look for ways to get us closer to "One Touch Supply."

The Network

The Network is an authorized publication published every month by and for the employees of the Fleet and Industrial Supply Center, San Diego.

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Ethics

“No luck” chain letter

Have you heard about the “Good Luck” chain letter? NAVINSGEN had several recent complaints, one about an E-Mail version and the other distributed by mail. Neither letter solicits money or favors, but each called for the recipient to forward the letter to five more people in order to receive “Good Luck.”

One complainant, who was the recipient of the mailed letter, was perplexed by the apparent willingness of senior officers to misuse government resources in the form of command letterhead, stationery, copy paper, copy machines, franked postage, and administrative manpower in order to pass it along.

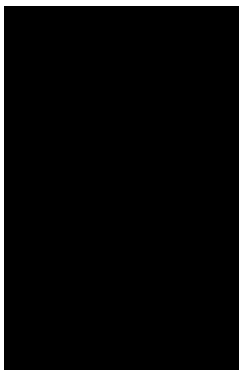
The 31-page version NAVINSGEN received showed that commanding officer after commanding officer used his/her letterhead stationery to pass the letter along (with each letter including copies of the letters of all previous recipients.) The E-mail version of this letter, when proliferated within several large Navy commands, caused E-mail servers to run out of disk space.

The ethical issues here are clear and straightforward; any Navy person who uses government resources to perpetuate a chain letter is misusing those resources. Disciplinary action will be taken against anyone misusing government resources. Forwarding chain letters using government resources will not bring you “Good Luck.”

Just ask me

**What is your Halloween
scare tactic?**

**I’m going to be
a vampire!**



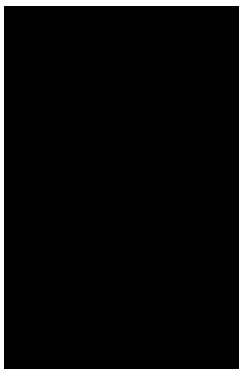
**Bruce Moore
Naval Station SD**



**Sharon Kalberer
HRO Balboa**

**When my
children were
young, I played
eerie music,
dressed up as a
witch and
decorated the
house. But not
anymore, I
guess I’ll have
to wait until I
have grandchil-
dren to do it
again!**

**Besides waking
up in the a.m.
and looking in
the mirror, for
Halloween, I like
to turn off all the
lights, use
candles, and
play eerie music
really loud. And,
dress as goulsh
as possible for
the little visitors.**



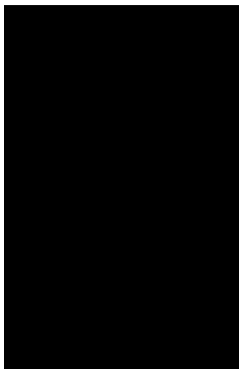
**Yolanda Merlo
Texas**



**Jason Stuempfig
Broadway**

**I go around and
tell each
supervisor that
I am being
transferred into
their division.
That would be
a sure way to
scare anybody.**

**For the “bad”
kids on the
block, we (at
Point Loma)
threaten to send
them to the
Point Loma
Cemetery with
Carpenter Bob
Espy, accompa-
nied by a chain
saw in the back
of the truck.**



**Boris Dmitrijev
Point Loma**



**Marty Daugherty
Corona**

**Being without
makeup!**

Pope selected for Corporate Management Development Program

Robert Pope, Management Analyst/Quality Advisor, Code 040, is one of 23 NAVSUP employees selected for the (FY) 1997 Corporate Management Development Program (CMDP). Pope has been working for FISC for the last 14 years and has worked in Federal service for a total of 24 years. He is a key player in the development of the NAVXPRESS program.

Pope was born in North Carolina and raised in Washington, D.C. He graduated with a bachelor's degree in business and management from the University of Phoenix.

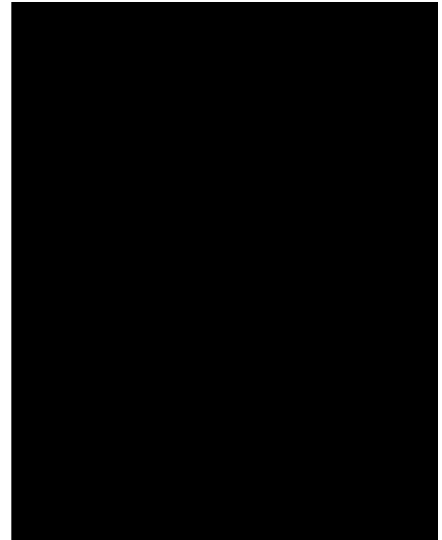
The CMDP is intended to provide members with well-rounded developmental experiences and greater career opportunities. The NAVSUP Civilian

Executive Advisory Board (CEAB), composed of NAVSUP senior executives, provides oversight for this program. The CMDP covers GS-12 and GS-13 employees for grade GS-13 and GS-14 positions.

RADM R.M. Mitchell, Commander Naval Supply Systems Command, noted that the CMDP plays a major role in NAVSUP's future by providing the means to develop well-rounded and talented employees to fill key managerial positions.

The large number of well-qualified candidates made the merit competition for CMDP especially intense. In personal letters to all nominees, Douglas Larsen, Chair of the CEAB, expressed his appreciation for their contributions to the command.

FY 97 CMDP members are John



Robert Pope

Anderson of NAVSUP Headquarters; Kenneth Arena of FISC Norfolk, Detachment Washington; Anita Cheseck of NAVSUP Headquarters; Daniel Collins of NAVSUP Headquarters; Francis Crupi of the Naval Inventory Control Point (NAVICP) Mechanicsburg; Joyce DeTolla of NAVSUP Headquarters; Joseph Foley of NAVICP Philadelphia; Robert Hayward of the Fleet Material Support Office (FMSO); James Hembree of NAVICP Philadelphia; Jennifer Jones of NRCC Naples, Detachment London; Willard Jones of FOSSAC; Robert Kissinger of NAVICP Mechanicsburg; Maria Laterra of FMSO; Lisa Lax of NAVICP Philadelphia; Michael Lewis of the Fleet and Industrial Supply Center (FISC) Puget Sound; Susan Lingo of NAVSUP Headquarters; Jane Parker of NAVICP Mechanicsburg; Yen Phan of NAVICP Mechanicsburg; Robert Pope of FISC San Diego; Mary Rivers of FMSO; Gwendolyn Sanders of FISC Jacksonville; Steve Sattazahn of FMSO; and, Joyce Wallen of NAVICP Mechanicsburg.

Looking for Source Solutions...

Getting the right material at the right time is essential to the Naval Aviation Depot's mission. As their service provider, FISC San Diego has created a Material Source Solution Team, or MSST, to tackle this problem head on.

According to Janet Wood, FISC Customer Services Deputy Director, "The scope of this project is to improve the methods and procedures to obtain critically needed parts for NADEP." The team is working on developing a new automation system to query, track, find, receive and deliver material requirements.

The team is also chartered to:

- ♦ Analyze current methods, procedures, personnel and systems or resources.
- ♦ Improve productivity, effectiveness, and efficiencies.

♦ Improve and develop the interfaces among data systems to support NADEP's requirements, ensuring systems are available, accessible and reliable.

MSST is committed to increasing material availability using innovation and new technologies. They will obtain and provide critical material requirements; initially focusing on these four areas:

- a. Customer's requirements vs. actual production
- b. "G" condition material
- c. Forecasting (negative responses on SPR)
- d. Aircraft repairables

For more information on this team you can contact Janet Wood, Code 101 at 532-3848 or Jerry Giacalone at 545-2485.

Sneak preview for the months ahead

Fall is upon us and so is a new training year here at FISC. Our FY97 Training Calendar and Catalog is just about ready for distribution, but here's a "sneak preview" of what's on the learning horizon for the months ahead.

We have added two new courses to our Total Quality Leadership category. **"Seven Graphic Problem Solving Tools"** and **"Managers Planning Tools"** give a more expanded look and a hands on approach in learning how to use problem solving and planning tools as they apply to teams and their processes. Both courses require the **"Fundamentals of Total Quality"** as a prerequisite and are recommended for all managers, supervisors, improvement team leaders and improvement team members.

Supervisors currently taking courses under the Supervisory CBC (Competency Based Certification) Program will have a great opportunity for some refresher training in early summer. A new course, the **"Leadership Bridge,"** combining the Situational Leadership Model and the MBTI (Myers Briggs Type Indicator) has been developed. The program is designed to enhance leadership abilities and fine tune communications skills for team development by combining the two theories. The course is recommended for all supervisors with prerequisites of Leadership Workshop and Total Quality Facilitator/Leader Trainings.

Again this year we will be offering courses which encourage self-development. **"Time Systems, The Organizer"** is back by request and will be offered in the first and third quarters. This course is designed to provide attendees the instruction and tools necessary to get more of the right things

done in less time. **"Discovering Your Power: Handling Stress"** helps participants become aware of the effects of stress upon the mind and body and provides the tools and techniques for effective stress management. Both courses are available to all employees with no prerequisites.

Memos, letters, proposals, oh my! Effective written communication is an important skill. In response to many requests, we have developed two new courses to help employees meet this challenge effectively and efficiently. **"Better Business Writing"** starts employees in the "write" direction by providing a five step format for the quick, clear and concise preparation of a document. **"English Grammar and Usage, The Refresher"** gets us back to the basics of sentence structure, parts of speech and punctuation. This will be a great refresher for the pros and an excellent starter for anyone faced with drafting correspondence. Both courses are available to all employees with no prerequisites.

We will also be offering our standard course schedule with topics including management and leadership, teambuilding, and customer service. Also scheduled are several technical courses including, **"Joint Personal Property, Transportation of HAZMAT, and Uniformed Automated Data Processing System (UADPS)."** We will offer a variety of

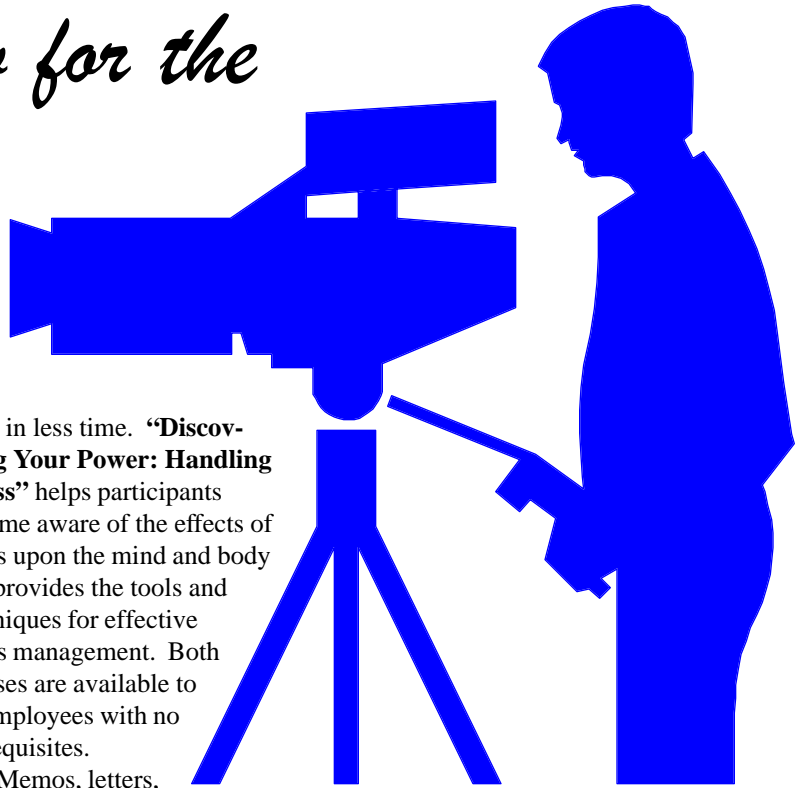
HAZMAT/Environmental courses as well.

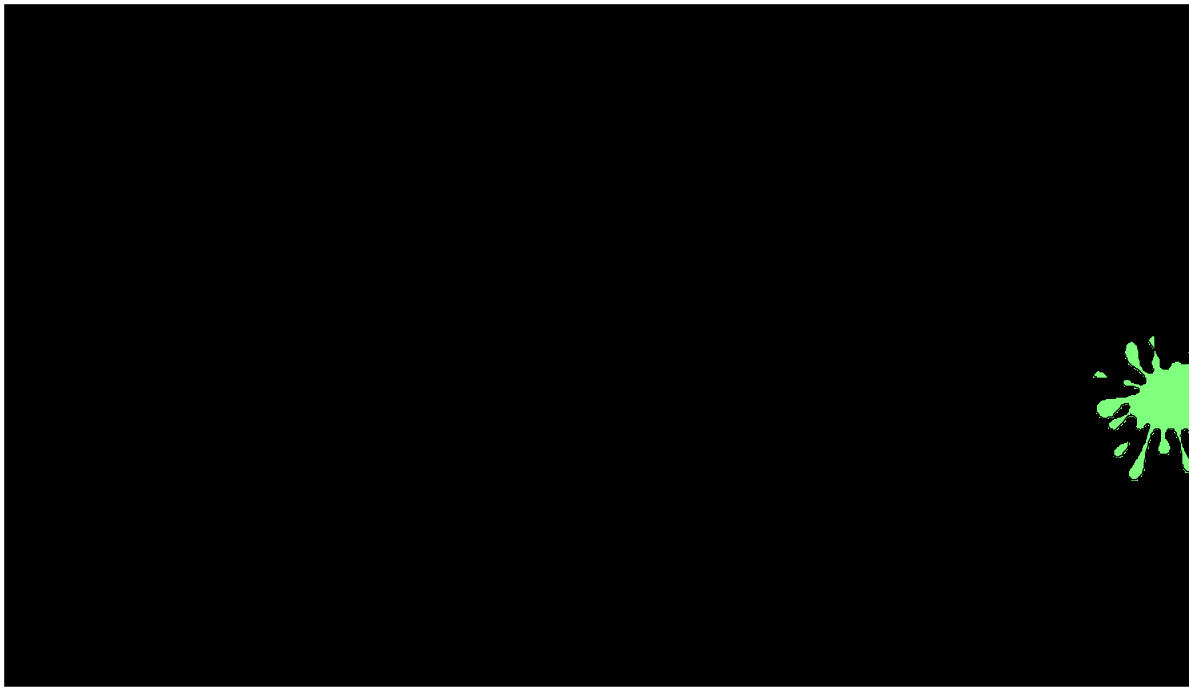
FISC Personal Computer Learning Center is also back in full swing with an array of new courses like **Windows '95**. Some of the grass root favorites, such as **Intro to Personal Computers, MS-DOS** and **Intro to Windows** will be offered as well. Other developed courses we will offer include, **Access** and **Excel for Windows**, just to name a few.

Course announcements and nomination forms for first quarter courses have been distributed to all FISC sites, so be on the look out and sign up early!

Our FY97 Course Calendar and Catalog will hit the streets shortly to assist you in planning your annual training needs.

If you need any further information regarding training, contact FISC Training, Code 073, (619) 532-2038 or DSN 522-2038. For up to the minute recorded information on training courses, call our 24-hour Training InfoLine at (619) 532-2041 or DSN 522-2041.





Official U.S. Navy photo

Back row, left to right: Kevin Agent; Bill Blue; Tim Pentaleri; Jason Stuempfig; Tom Lawless; Hal Freeman; Shannon Lamdin; Mary Markovinovic; Jeff Bloom; Michelle Gay; and Dee Freeman. Middle row: Arlene Pentaleri; Jim Mathis. Front row: Michael Nichols; Kim Bryant; Shannon McGlathery; Justin McGlathery; Elisha Lamdin; Larry Crutchfield. Not pictured, Sharon Balch.

Paintball fever hits FISC employees

By Shannon Lamdin

At the sound of the whistle, the final paintball battle began. Dressed in camouflage and armed with paintguns, we faced the ultimate challenge: Capture the flag and take it to the enemy's fort - without getting shot. Divided in two teams, known only as the stripes and the solids, we were made up of a mix of people from FISC: computer hackers, public affairs types, crazy interns, former sharpshooters and military warriors. By the end of the afternoon, both teams had won and lost an equal number of battles. So this was the last chance to get ahead. The shriek from the whistle pierced my ears as I leaped out of the fort. I quickly darted back and forth toward the flag as shots of paint whizzed by me. The cries of the wounded could be heard all around;

"I'm out! I'm out!" they yelled. I crawled into the hut only long enough to jerk the flag cord and then quickly crawl back out of the hut. With flag in hand, I ran and hid behind a broken wooden wheel with shots coming at me from the front and the rear. Suddenly a teammate ran up to join me. He was out of ammo. I discovered that I had just shot my last paintball as well. We crouched there firing blank rounds trying to come up with a new plan. We finally decided to charge for the enemy fort. Holding the flag, I ran towards the fort. I didn't take but two steps into the fort before I found myself looking into the eyes of the enemy - holding a paint gun aimed straight at my heart! He fired once. Then twice. Even with my fatal wounds, I still thought I could make it to the roof. Stumbling towards the steps, I looked up to see another sharp shooter looking down on me - with his

paintgun aimed at my head! My body winced in pain from the close range shots of paint. Looking down, I realized I was covered with paint. I heard shots from the other side of the fort and saw that my comrade was covered with paint as well. We were out. The game was over. The enemy ripped the flag from my hands and ran across the now empty field to our fort. He threw the flag over the roof of the hut with the cheers of his fallen warriors in the background. The solid team had won. Their strategy had worked. At the realization that the battle was over, we allowed the team to gloat in their victory. But secretly, deep inside, we all were thinking, "You won't be so lucky next time..."

The next paintball battle is set for Nov. 19. Please join us - that is, if you think you are brave enough... For more information, call Larry Crutchfield, 532-1413.

Meet Christina Sieber, customer counselor, Personal Property Office

By Peggy Nelson
FISC Site NAVSTA SD

Over in Personal Property, work flows at a hectic pace. Going with the continuous flow and wearing her constant smile, is Christina Sieber. "We've got them coming and going here!" she said.

A native San Diegan, Sieber is one of eight children raised by a widowed mother, Dolores Corona. Despite the situation, her mother still found time to love each one equally. "Her strength and dedication was impeccable," said Sieber. "She taught us to go for what we wanted and to be committed to our goals. But most of all, she taught us how to be proud of ourselves and each other." The family remains very close. They all still reside in San Diego and have as many get-togethers as they can. Moving from San Diego is one thing that Sieber doesn't even want to consider. "It's the greatest place on earth," she said.

Sieber attended San Diego High School where she participated in the Army ROTC for three years. Her rank was Major and she was in charge of her brigade. The ROTC taught her how to be a team player as well as a leader. As a junior in high school she enrolled in the REGY program. She became the envy of all her friends when she was elected to work at the local radio station 92.5 FM as a production assistant. At the station, she assisted as the receptionist, and helped the disc jockeys select the music to be played. She found it thrilling as well as rewarding. She was voted the friendliest by her fellow classmates upon graduation.

Sieber transferred to FISC from NAS North Island in 1994. As a

Christina Sieber with her son, Martin Garcia, at "Take you child to work day" held last April at FISC San Diego.

transportation assistant, she counsels customers on the most appropriate way to ship their household goods. She informs them of their shipping rights and entitlements for a "Do-It-Yourself" move. She also ensures that household goods were received properly. What Sieber likes best about her job are the "thank yous." "Knowing that the customer appreciates what has been done, is enough for me to want to keep doing my best," said Sieber.

Sieber is married to Electronics Technician 1st Class Kenneth A. Sieber. He is presently stationed at Naval Station with Fleet Training Command. They have two boys; Martin, 10 years old, and Gabriel, 5 years old. They enjoy spending quality time together. Their favorite place is Mission Bay. They enjoy barbecues, roller blading, or walking along the shore. She also enjoys aerobics, crafts, and "weekends away from it all."

How Many Carbs Do You Need To Eat?

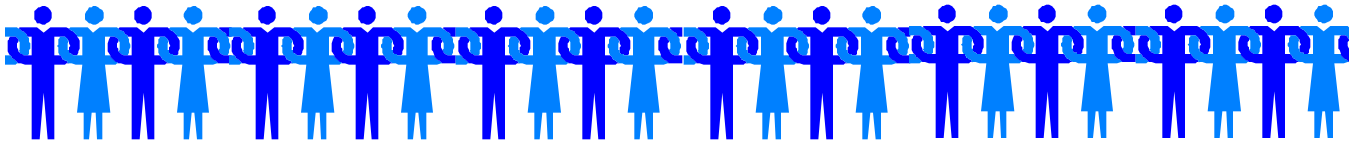
By LT Patrick Turner, PRT Coordinator

Here's a quick formula you can use, if, like most recreational athletes, you eat about 2,000 total calories a day:

Body weight X 2= carbohydrate grams/day.

In other words, if you are a 125-pound woman, you should eat about 250 grams of carbs. (Two cups of cooked pasta contain about 75 grams.) As a general rule, your daily carb intake should be at least 55 percent of your total caloric intake.

For your information



Time for Diversity Day - Our People's Day!

From Nov. 19-21, FISC SD will host an annual cultural celebration to recognize our ethnic diversity and to communicate the important cultural issues we face today. The celebration is for all employees and tenant activities. Four educational seminars will be held at each of the following location.

Nov. 19 - NTC BOQ Conference Room, Bldg. 82

Nov. 19 - NAS NI COMNAVAIRPAC Auditorium, Bldg. 8C

Nov. 20 - FISC Broadway Complex, Heritage Room, Bldg. 1, Third Floor

Nov. 21 - NAVSTA, FTC Auditorium, Bldg. 3291

Topics, descriptions, and time of training are as follows.

8-8:45 a.m. The Department of the Navy Update - discussion of new civilian personnel legislation; policy initiatives; and progress of the new Human Resources Service Center, Southwest Region (HRSC SWR) to open in San Diego early in FY 98. This HRSC will provide personnel services to all Navy and Marine Corps employees in the Southwestern States.

9-9:45 a.m. Preventing Discrimination Complaints - a panel discussion on recent decisions of the Equal Employment Opportunity Commission, divergent views, and causes of discrimination complaints.

10-10:45 a.m. Violence in the Workplace - discussion of how to respond to a violent incident at work and the processes which influence successful threat management.

11-11:45 a.m. Issues of Diversity - discussion of organizational initiatives to create an inclusive environment and respect for differences in race, gender, ethnicity, age, ability, culture, education, and communications style.

Employees must have supervisory approval to attend and will receive

training credit. Military and civilian managers and supervisors may fulfill their mandatory annual EEO training requirements by attending a minimum of two seminars of their choice. Training announcements with more information are in distribution. Nominations are not necessary.

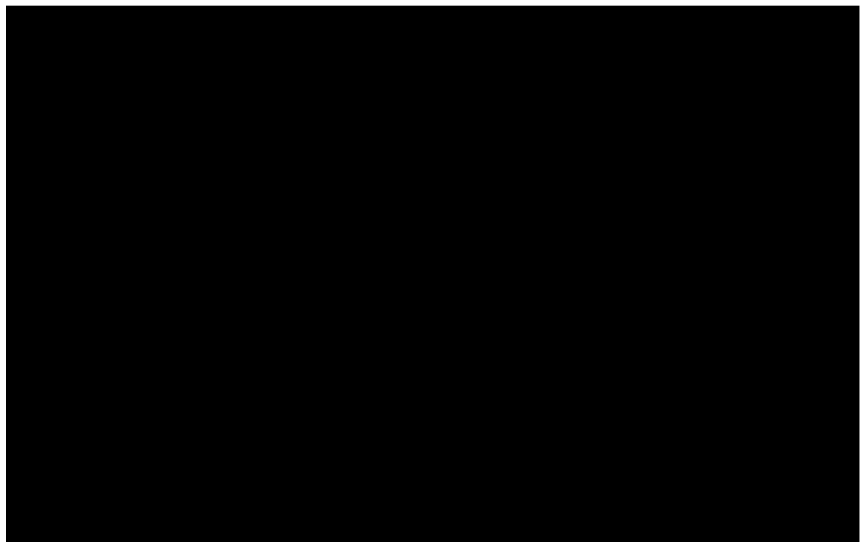


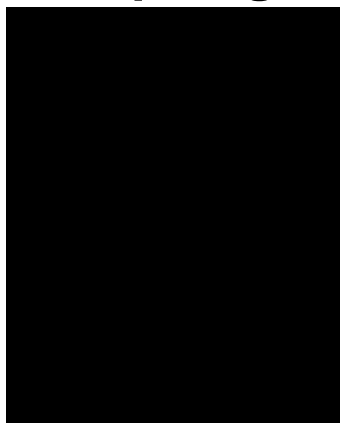
Photo by Kim Bryant

HAZMAT crew gets old truck; saves \$2,000

It's hard to believe this truck was called "Old Gray" at one time, but when Randy McMahan of FISC Facilities found this truck, it was on its way to DRMO (Defense Reutilization Marketing Office). After a few years with HAZMAT, the truck became a definite eye soar. The crew at HAZMAT used some of the free reuse material to fix up the truck. The dents were repaired and the truck was hand painted by Ernie Hinojosa of PWC. All this work was done on spare time and at no charge to FISC...a savings of \$2,000! Today, Old Gray has been renamed, Old White.

Left to right: Faalafu Tialavea; Rod Cuizon; Leo Espinoza; Seaman Theresa Stiggers; Thomas Miltenberger; Leonard Dreher; Bruce Moore; Trudii Daguio; Ron Miller; and Eddie Jacobson.

In the spotlight



CDR Rich Mendez

CDR Rich Mendez was born in New York City. He graduated from Rutgers University in 1980 with a bachelor's degree in business administration and the Navy Postgraduate School, Monterey, Calif. where he received a master's degree in Acquisition and Contract Management.

Mendez was recruited in February 1980 for the Navy Supply Corps. He received his commission as an ensign from Officer Candidate School, Newport, R.I. He then reported to Navy Supply Corps School, Athens Ga. During this phase of training he volunteered for a submarine assignment as an independent duty Supply Officer Department Head.

Mendez served as Supply Officer on USS Lafayette (SSBN 616)(Blue); Comptroller for Naval Submarine School in Connecticut; Supply Officer of Precommissioning Unit Tennessee (SSBN 734) a Trident Class submarine; Supply Officer on the staff of Commander, and Submarine Squadron Fourteen. He also served at the Defense Fuel Supply Center as Deputy Program Manager for the Fuels Automated System.

Mendez is currently assigned to the Shore Intermediate Maintenance Activity (SIMA), San Diego serving as the Site Director for FISC at SIMA.

Mendez' personal decorations include the Defense Meritorious Service Medal, Navy Commendation Medal (Gold Star), Navy Achievement Medal, National Defense Service Medal and the Sea Service Deployment Ribbon (2 Bronze Stars).

He is married to the former Marybeth Fazio of Cazenovia, N.Y. They have three sons: Jesse, Josiah and James. CDR Mendez and his family are very involved with their community through their local church.

Retirements Sept. 28

Sharron Miller, Personnel Staffing Specialist, Human Resources Office, Long Beach Det., 25 years of service.

Edna Meeks, Employee Relations Specialist, Human Resources Office, Long Beach Det., 23 years of service.

Dorothea Grubbs, Supervisory Personnel Management Specialist, Human Resources Office, Long Beach Det., 37 years of service.

Marilyn Huff, Supervisory Purchasing Agent, Purchase Division, Long Beach Det., 30 years of service.

Thomas Lacy, Contract Negotiator, Contracts Department, Long Beach Det., 23 years of service.

Valentin Gonzalez, Material Handler Supervisor, Hazardous Material Division, Long Beach Det., 26 years of service.

Juanito Cuico, Equipment Specialist, Receipt Inspection Division, Long Beach Det., 35 years of service.

Tomas Guzman, Equipment Specialist, Customer Service Division, Long Beach Det., 40 years of service.

Larry Bunn, Material Handler, Supply Division, Long Beach Det., 40 years of service.

Stanley VanPetten, Material Handler Supervisor, Central Receiving Division, Long Beach Det., 30 years of service.

Donald Wright, Material Handler, Central Receiving Division, Long Beach Det., 22 years of service.

Migao Tupola, Material Handler/Forklift Operator, Supply Division, Long Beach Det., 23 years of service.

Ludovico Lombos, Supply Clerk Data Transcriber, Shipping and Delivery Division, Long Beach Det., 30 years of service.

Mary Lou Hooper, Supply Technician, Direct Material Inventory Division, Long Beach Det., 29 years of service.

Ramon Cabatan, Material Handler, Customer Service Section, Long Beach Det., 39 years of service.

Mildred Hadley, Procurement Technician, Acquisition Support Branch, Large Purchase Division, Regional Contracting

Department, Long Beach Det., 20 years of service.

Marilyn Tarbox, Supervisory Inventory Management Specialist, 22 years of service.

Letter of Appreciation

Harry Taplin for unstinting service and support to the Mine Warfare Training Center staff.

Mac McCollough for providing training to the Customer Information Center Representatives.

Gus Campos, Veronica Baylon, Randy McMahan for timely and effective support in correcting an unsafe working condition.

Maxine Gibson, Nathaniel Stevens, Jean Blair, Cassandra Wells, Brainard Platt, Gwendolyn Rice, Elizabeth Walker, Archie Nesbitt, Pam Thom, Robert Henry, Gayle Walker, for contribution to the Navy Simplified Acquisition Buyers' Conference.

Mike Stames and Ann Braeutigam for outstanding assistance provided to a NAVAIR employee while on temporary assignment to San Diego.

Thank you

Bob Vail and Personal Property Staff for outstanding service in a household goods move.

Hans Von Nostitz for your time and effort spent in preparing and making a presentation on "Alternative Discipline" at the Federal Government workshop.

Cindy Hedges for superior logistic support she provided the 377th Supply Squadron and the 58th Special Operations Wing.

Bravo Zulu

SK1 Janice Lail, Sandra Tafolla and Team for outstanding service in support of the USS CURTIS WILBUR homeport shift. **SKCM Robert Rippel** for outstanding participation and support in making the Logistics Conference a success.

CDR Roger Pigeon, Jerry Llanos for their support in expediting the issue and shipment of a critically required F/A-18 nose landing gear strut.

The Back Page

By Mary Markovinovic

FISC San Diego is a community. Like any community we have both joyous celebrations and mourn our losses. During the last few months we've done a little of one and a lot of the other.

Carol Anderson, our long-time Contracting Division director, passed away in October. She had been in Federal service for 26 years and is missed dearly. She is survived by her daughter, Tracy Bolding, a FISC contract negotiator here.

Carol was the career counselor for the contracting interns and had a major impact on a number of contracting specialist here and throughout the Navy contracting community. A memorial service was held on Oct. 26.

Earlier this summer, the NADEP site mourned the loss of Dianne Ritchie. She was a Supply Clerk at the site and had worked at North Island for more than 20 years.

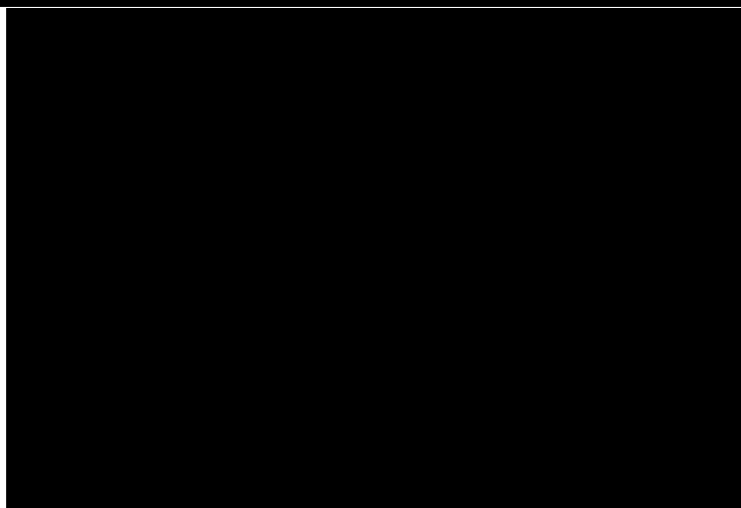
Also this summer, at our Long Beach Det we mourned the loss of Bernard Pleasure. He was a NAVSEA rep and had been working there for many years.

We also mourned the loss of part of our extended family. Ivy Taufaaasau, Code 220C, lost her son after tragic football injury. He was the star quarterback for Coronado High School.

On the brighter side, we celebrate the birth of Patti Malveaux's daughter - Jeanene Sachee Malveaux. Patti, Code 074, became a mother for the fourth time.

In September we bid farewell to a number of Long Beach Detachment employees as the Det begins its final closure. Unfortunately, we didn't have enough room for individual photos of them but they will all be missed. See page 11 for the list of personnel.

Have an item for "The Back Page"? Call Mary Markovinovic at (619) 532-1937 (DSN 522).



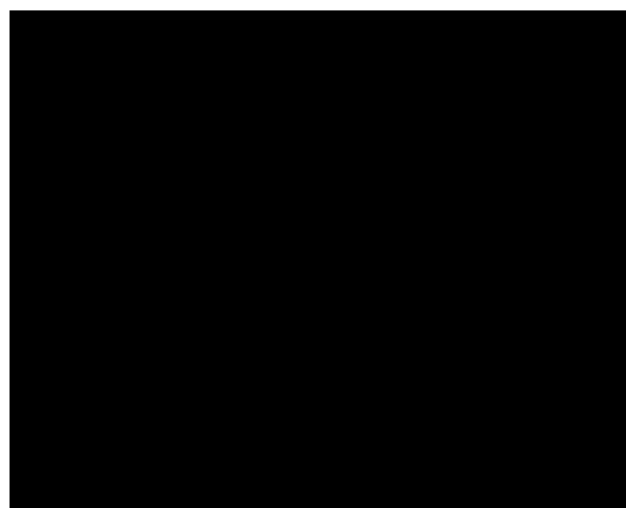
Photos by Kim Bryant

Rosealie Pachucki (center) and Jerry Giacalone (below) awarded by CAPT Max Baumgartner, FISC CO (left) and CAPT R.T. Macon, NADEP CO.

Bravo Zulu to Rosealie Pachucki and Jerry Giacalone of FISC Naval Aviation Depot Site for diverting potential fines to the Hazardous Materials Management Division.

Pachucki and Giacalone joined a diverse group of individuals who worked together to identify sources of industrial and hazardous waste draining into sumps and to install alternative collection tanks for these wastes. The tanks are located in Buildings 472 and 467 at North Island

Tanks and the materials to plumb the tanks were identified and procured in record time. Sumps were pumped and cleaned. The ensuing around-the-clock installation effort brought NADEP into legal compliance within a few days. Best of all there was no disruption of service to the fleet customers.



In memoriam, Carol Anderson